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SERIAL NO. 09/895,886

DOCKET NO. AUS920010236US1

DATE: March 19, 2006

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Docket No. AUS920010236US1

Serial No. **09/895,886**

Atty: MSW / JVL

Applicant: Calderaro, et al.

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 3/19/06
Joseph T. Van Leeuwen Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors


Enclosed are:

- X Information Disclosure Statement;
- X Modified form 1449 listing 2 references;
- X copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- X This IDS is being filed pursuant to CFR § 1.97(c) and:
 - X no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
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- X Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By 
Joseph T. Van Leeuwen
Attorney for Applicant
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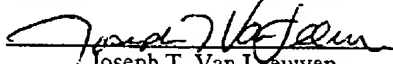
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 Joseph T. Van Leeuwen	3/19/06 Date

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Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

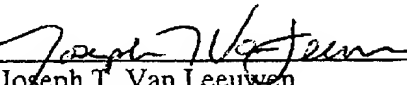
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Respectfully submitted,

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SERIAL NO. 09/895,886

DOCKET NO. AUS920010236US1

DATE: March 19, 2006

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	§	Group Art Unit: 3628
Calderaro, et. al.	§	
Serial No.: 09/895,886	§	
Filed: June 29, 2001	§	
Title: <u>System and Method for</u>	§	Intellectual Property Law Dept.
<u>Improved Personnel</u>	§	11400 Burnet Road
<u>Compensation Planning Factors</u>	§	Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
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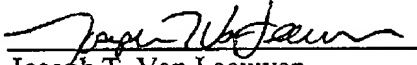
Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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Page 1 of 1

File No. IBM-AUS-1030

In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886Applicant: Calderaro, et. al.**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**Filing Date: 6/29/2001Group: 3628Atty. Docket No. AUS920010236US1**U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	<u>Date</u>	<u>Name</u>	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
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FOREIGN PATENT DOCUMENTS

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_____	AP				

Examiner
Initial**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

_____	AQ	"Why loyalty is not enough," <u>HR Focus</u> , vol. 77, no. 11, November 2000 (3 pages).			
_____	AR	DeSanto, "Global study highlights alarming trends in commitment and ethics," <u>Workspan</u> , vol. 44, no. 1, January 2001 (page 12).			
_____	AS				

Examiner:

Date Considered:

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